

Workforce Solutions Local Workforce Development AREA Six

2016 Labor Education Alignment Program (LEAP 2.0)

An Advanced Manufacturing and Workforce Center

Workforce Solutions Local Workforce Development Area Six

IN PARTNERSHIP WITH

Tennessee College of Applied Technology-Shelbyville

Coffee County Schools, Warren County Schools, Grundy County Schools, Bedford County Schools

Area Manufacturing Companies in Coffee County, Warren, Grundy, and Bedford Counties

Project Director Name, Mailing Address:

Gary Morgan

Workforce Solutions

410 Wilson Avenue

Tullahoma, TN 37388

Director's Telephone:

931-455-9596

Director's Email Address:

gmorgan@workforcesolutionstn.org

Funding requested:

\$350,000



President/Director of Higher Education Institution



Project Director

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Abstract

In Coffee County and surrounding counties, local industries have an acute need for skilled workers. There are a number of programs available to develop workers, but the training is not always accessible due to an inconvenient location, creating a hardship for individuals to enroll. The programs offered by higher education institutions are at capacity and the waiting period prior to enrolling is a gap that needs to be eliminated. The existing programs available are not always aligned with specific industry's hiring needs. This project would create and establish an advanced manufacturing and workforce center to offer a diverse curriculum and training that addresses the skills gap in the region in partnership with the Tennessee College of Applied Technology-Shelbyville. The program will provide instruction to develop the skills identified by local industries under the umbrella of Advanced Manufacturing. The TCAT-Shelbyville administration and instructors will work closely with industry to design the curriculum, matching proficiencies and competencies needed to fill the open positions now and in the future. This LEAP proposal seeks to provide the equipment, material and the cost of instruction materials. This will be a very versatile and flexible program that can be utilized by employers in successfully filling their critical job openings with a number of certificates and diplomas offered based on industry needs. The service area for this project includes a wide range of manufacturing companies, as well as the aerospace/defense research, testing, and military related activities in the High Tech Tennessee Valley Corridor.

Tennessee LEAP Grant 2.0 Proposal

Section 1. Program Need

Workforce Solutions Local Workforce Development Area Six and the Tennessee College of Applied Technology-Shelbyville (TCAT-S) propose to create an Advanced Manufacturing Center and implement an Industrial Maintenance (IM) program to ensure a strong future workforce and meet the skilled labor needs specifically in Coffee, Grundy, Warren and Bedford Counties. The proposal calls for establishing an Industrial Maintenance program at a local facility in Manchester, Tennessee, that would be a central location for the citizens in the four Middle Tennessee counties. These counties have a desperate need for maintenance technicians with fundamental competencies in basic electricity, motors, mechanical drives, hydraulics and pneumatics, programmable logic controllers (PLCs), programmable action controllers (PACs) and robotics. Graduates from the IM program will be used to fill entry level maintenance technician positions at Kasai North America, Batesville Casket, Bridgestone, Calsonic Yorozu, JSP International, Van-Rob, VIAM, Great Lake Cheese, BenchMark Tool & Machine, Fischer Tool and Die and many other local industries in the four-county region. The grant will be utilized to purchase training equipment and create a classroom/lab at a new location which will address the current skills gap in this region and bring a training facility closer to the local workforce.

According to the Tennessee Department of Economic and Community Development, training the workforce of today and educating the workforce of tomorrow is one of the state's top priorities. Tennessee has placed a special emphasis on science, technology, engineering and mathematics (STEM) disciplines to ensure companies with advanced manufacturing and energy technology have a steady pipeline of well-prepared applicants.

The curriculum for the Industrial Maintenance program at TCAT-S focuses on advanced manufacturing and automation. Enrollment in this program is in great demand; graduates are highly skilled and earn top wages. Since 1984, TCAT-S has provided a full-time day and a part-time evening

program at the Shelbyville campus, and full-time day programs at the Fayetteville and Winchester campuses were added in recent years due to the demand of prospective students desiring the industrial maintenance program. In 2015, the TCAT-Shelbyville was awarded a LEAP Grant to expand the IM program at four new locations in Bedford, Marshall, Lincoln and Franklin counties. Despite the current combined enrollment in eight (8) Industrial Maintenance programs for Fall 2015 with 160 students, there remains an interest list of 99 prospective applicants from the institution's service area that desire to enroll in the IM program. 42% of the prospective students on the interest list are from Coffee County alone. In addition, the TCAT-McMinnville in Warren County has an additional 55 students on their interest list for the Industrial Maintenance program. The location in Coffee County would draw students from Warren and Grundy Counties. With the Governor's Tennessee Promise and Tennessee Reconnect programs and the continuing demand for trained maintenance technicians, the TCAT-Shelbyville once again needs to expand its capacity in an under-served area.

The 2013 LEAP Report by the Tennessee Department of Economic and Community Development states the educational programs for the grant include occupational skills training, basic skills/workforce readiness training as well as career preparation and guidance. The Industrial Maintenance program provides each of those components with high skills training to achieve these competencies. An integrated math and worker ethics concentration is also embedded in the curriculum, with career guidance provided through Student Services.

The report lists Industrial Machinery Mechanics and Industrial Electrical Repairers as hard-to-fill occupations for Tennessee employers in the automotive industry. With the expansions at Fischer USA, Van Rob and other manufacturers, as well as the location of new industries such as Aspen Technologies and Great Lakes Cheese in the region, the lack of skilled workers to fill these positions requires an expansion of the Industrial Maintenance program into Coffee County. The Industrial Maintenance program is directly within the Advanced Manufacturing ECD focus areas and is involved in local/regional

ECD recruitment activities. The IM program is routinely featured as providing skilled workers in the recruitment of prospective industries in the region.

According to the Tennessee Statewide Supply and Demand Analysis, the Jobs4tn.gov website and the Tennessee Department of Labor's Occupational Trends in Tennessee Employment Report (OTTER), a shortage of maintenance technicians exists in LWIA6. The long term (2008-2018) projected annual average growth for the occupational title of Industrial Machinery Mechanics is 0.7% in LWIA6 and the total annual change is 5.3%. Under the occupational title of Maintenance Worker Machinists, the projected annual change is 3.9% in LWIA6. OTTER data indicates a statewide average annual growth of 1.0%. Industrial machinery mechanics are listed as one of the thirty middle-skill jobs by the Southern Governors' Association but the program also includes technology intensive or specialized technology skills in PLCs', PACs' and robotics. *Tennessee's Business*, a publication by the Business & Economic Research Center at Middle Tennessee State University, states "There are literally thousands of jobs available in the manufacturing and industrial sectors in Tennessee," and a "particular demand for skilled maintenance workers." According to Jobs4tn.gov, the Tennessee Department of Labor and Workforce Development in LWDA 6 reports that 2016 occupational wages for industrial machinery mechanics earn a median salary of \$37,643 at entry level jobs. The experienced maintenance technician average salary was \$49,473.

The Academic Program Supply and Occupational Demand Projections: 2008-2018 by THEC/UT notes "Industries are characterized by employment growth through new business starts and firm expansion as well as employment decline through firm contraction and business closure." It also states "Employer demand and annual position openings will also be affected by workplace dynamics like worker promotions and various forms of separation . . ." While study data is vital, the current demand by local industry is critical.

The IM program at the TCAT-Shelbyville currently has partnerships with VIAM, M-Tech, and Van- Rob to provide relevant training of the workforce as well as training for an on-going supply of workers. Over forty companies have benefited from trained completers in the Industrial Maintenance program through the Tennessee College of Applied Technology-Shelbyville. According to the Student Information Management system, the following companies benefited last year: Kasai North America-Manchester, VIAM-Manchester, Van Rob-Manchester, Bridgestone-Morrison, Great Lakes Cheese-Manchester, Calsonic Yorozu-Morrison, Fisher USA-Manchester, Goodrich-Tulahoma, Arnold Engineering Development Center-Tulahoma, and Batesville Casket-Manchester.

The proposal aligns perfectly with the state's *Drive to 55* goals. Upon the completion of the twenty month program of study, graduates receive the industry recognized Industrial Maintenance Technician Diploma and certifications for training in PLCs and robotics. Both credentials are sought after by industries in the region. By opening a new IM program in Coffee County and offering a day and evening program, an additional 40 students graduating will support the *Drive to 55* goals by increasing the overall higher education attainment in the region and will meet the needs of employers. Continuing the established program on a long term basis will also increase higher educational attainment to achieve the *Drive to 55* goals with an additional average of 15 industrial maintenance technician graduates each year.

The completion and placement rate for the Industrial Maintenance program in Shelbyville over the last five years document the success of the program. The average completion rate for 2008-2013 is 85% and the average placement rate for the same years is 90%. The institution graduated an average of 39 industrial maintenance technicians over the same period of years.

The IM program not only aligns with business/industry workforce needs, but it also provides a much needed opportunity to train and upgrade skills of those living in the four-county area. The achievement of an Industrial Maintenance diploma will afford workers a better paying job and a higher

standard of living. Finally, the IM program with its long and strong history of success has the potential to be a great kick start on a path to an associate degree at a community college and/or ultimately complete a BS degree at MTSU in the advanced manufacturing field.

Section 2. Program Plan

The project timeline will follow the schedule below after the award announced in August with the goal of opening the new IM program for full enrollment in January of 2017.

September:

1. Begin preparation of the classroom and lab at the new off-campus location in Coffee County.
2. Preparation of equipment specifications for bids to vendors.
3. Establish memo of understanding at the new campus location with local officials.
4. Submit applications to the TCAT-S accreditation agency, Council of Occupational Education (COE), for approval of the off-campus site.
5. Form a Craft Advisory Committees for the Industrial Maintenance program in Coffee County by inviting industry and community leaders to serve.
6. Submit equipment proposals for bid.
7. Advertise for Industrial Maintenance instructor(s) for the new location.

October:

1. Open bids for all equipment and award to lowest bidder.
2. Prepare letters to prospective students from existing contact list to determine potential enrollees in the program.
3. Visit local high schools to recruit graduating seniors into the IM program in each county.
4. The Craft Advisory committee will meet to review the Industrial Maintenance curriculum.
5. Solicit additional donated equipment from various industries to support the new programs.
6. Hire and train new Industrial Maintenance instructor(s).
7. Place order for all training equipment and classroom.

November:

1. Send letters to prospective students inviting to an orientation for the Spring Trimester.
2. Receive equipment and begin to set up classroom and lab area.
3. Conduct orientation for 20+ new students in the Industrial Maintenance program.

December:

1. Continue training of new Industrial Maintenance Instructor(s).

January:

1. Begin the full time Industrial Maintenance training at the Coffee County new location.

January 2017-August 2018:

1. Train on a continuing basis 20 to 40 Industrial Maintenance students each trimester at the Coffee County Advanced Manufacturing Center.
2. In the 4th trimester, create the work based learning through co-op agreements with all 20 students with local industries.
3. Graduate and award an Industrial Maintenance Diploma to the first 20-40 students in August 2018.

Beyond the documentation from each monthly progress meeting in establishing the Advanced Manufacturing Center, ordering and receiving equipment, and quarterly meetings minutes of the steering/Craft Advisory committee, the measurable objectives will be the following:

1. Enrollment data in the Industrial Maintenance program at the Advanced Manufacturing Center with a goal to enroll and retain 20 students in the program each trimester.
2. Retention rates at the training location at the end of each trimester.
3. The number of certificates awarded to students at each training location at the end of each trimester for completion of a portion of the curriculum.
4. The number of diplomas awarded at the end of the 20 month training program.
5. The number of prospective students on the interest list for the IM program at the Coffee County location.

The Collaborative will ensure that the mentorship program is a key component of the project. The Tennessee Promise program has established a mentor program for all 2015 and 2016 graduates who are enrolled in a higher education program. Mentors will provide guidance and assist the students to ensure that students meet deadlines and stay on track to successfully complete the Industrial Maintenance program. The LEAP Grant will provide opportunities for approximately 20 to 40 additional students to achieve their goals.

The project governance and accountability will be a joint responsibility of Workforce Solutions and the Tennessee College of Applied Technology-Shelbyville (TCAT-S). The project director will be Gary Morgan, the Executive Director of Workforce Solutions in partnership and collaboration with Ivan Jones, Director of the TCAT-S. A project steering committee will be responsible for maintaining oversight and consist of individuals from industries from the four participating counties made up of no less than 12 but no more than 16 members and will meet quarterly for the next twenty months. The TCAT-S will present to the committee a quarterly budget report, enrollment data, completion rate, number of hours of training, and graduation and placement of students enrolled in the program.

A key component to the success of Advanced Manufacturing Center project will be purchasing high-tech training equipment to address local labor market needs. The training equipment will be used to instruct and train through hands-on project based activities. The specific skills and competencies will include electric motors, mechanical systems, hydraulics and pneumatics, programmable logic controllers and robotics. The equipment purchased will be specific for the training needs at the Coffee County location to expand, enhance and improve the equipment in the IM program available at the TCAT-S. The Advanced Manufacturing Center will include both a classroom and a lab. A portion of the equipment request will purchase laptops for the classrooms which will network to the training equipment. The TCAT-S will aggressively seek donated equipment from industry that will be used to build additional training stations.

After the completion of the third trimester of training in the Industrial Maintenance program in Coffee County, the Tennessee College of Applied Technology-Shelbyville will develop and implement a work-based learning program with local industries. The TCAT-Shelbyville existing co-op program is an agreement between an industry, students and the institution that provides a practical work based learning experience that is meaningful and sustainable for students and allows them to earn money while maintaining their full time student status and earn credit toward the diploma. Students participating in the program must be enrolled full-time and demonstrate the appropriate skills required of the job as recommended by the instructor. The co-op program puts students into the workplace before graduation, gaining practical hands-on work experience and on the job-training. The letters of support from the participating industries have committed to provide paid co-op opportunities to all enrolled students. The TCAT-Shelbyville co-op program often results in graduates obtaining long-term full time employment.

Section 3. Strength of Partnership

A strong partnership has been established for the LEAP Proposal to create an Advanced Manufacturing Center offering an Industrial Maintenance program to help fill the skills gap in the region. This project seeks to enable the Tennessee College of Applied Technology in Shelbyville (TCAT-S) students from Coffee, Grundy, Warren and Bedford counties to participate in technical training developed with input from area employers, school systems, and the local industries.

The Local Collaborative Partnership includes four Tennessee Counties. Each county mayor is a participant including, Coffee County Mayor Gary Cordell, Grundy County Mayor Michael Brady, Warren County Mayor Herschel Wells, and Bedford County Mayor Eugene Ray. Moore County Mayor Sloan

Stewart also signed a letter of support, recognizing citizens and students from Moore County would enroll in the IM program in Coffee County. All four mayors have many years of experience in the administration of county government.

The lead entity for the grant is Workforce Solutions Local Workforce Development Area Six, offering staffing services, employment services and job placement services, matching job seekers with employers through a network of coordinated services. Services provided include accepting applications, screening applications, testing, assessment, incumbent worker training and on the job training.

The higher education institution for the project is the Tennessee College of Applied Technology in Shelbyville. TCAT-S has a fifty-year history in successfully meeting the education and training needs of area companies. Currently the college has an outstanding Industrial Maintenance program developed with the support of local manufacturing industries. The LEAP Grant will assist in continuing to provide individuals with the opportunity to learn key occupational skills in the Coffee County area. The new Advanced Manufacturing Center will provide industry with skilled individuals ready for employment. The new IM program can also be used by industry to upgrade the skills of current employees. TCAT-S has an excellent record of successful fiscal management of education grant programs and will apply this experience to the LEAP Grant.

The local school systems participating in the collaborative include Coffee County, Grundy County, Warren County and Bedford County. All the systems currently have a very active Career and Technical Education programs, as well as articulation with the TCAT-S in dual enrollment activities for students. The superintendent of each school system will participate in the project.

Industry partners include: VIAM, Van Rob, Great Lakes Cheese, Calsonic, Fisher USA, Goodrich, Arnold Engineering Development Center, and Batesville Casket.

All of the companies have openings for industrial maintenance technicians as well as significant future needs in this area. They all have used TCAT-S in hiring employees and also for incumbent worker training. Most of the companies currently serve on TCAT-S General Advisory Committee and numerous Craft committees advising on programs and curricula.

For the purposes of this LEAP grant proposal, these four counties, the local school systems, TCAT-S, local industries, and Workforce Solutions have a strong partnership. This Collaborative continues the successful history of the region in meeting student and employer needs in the area of manufacturing.

Section 4. Budget Plan

The largest portion of the funding request is for training equipment needed for the Industrial Maintenance program located at the Advanced Manufacturing Center. The equipment will be used to teach competencies and skills required to earn a Maintenance Technician diploma which are the goals and anticipated outcomes of the grant. Laptops are included in the equipment costs for instructional purposes and are necessary for the instructional software networked to the training equipment. Each classroom will need tables, chairs, and an interactive touch TV screen for classroom instruction. Other equipment needs are specific of the Industrial Maintenance curriculum.

The instructor's salary cost requested is for the first year for a full-time Industrial Maintenance instructor. After the first year, student tuition will be utilized to pay the salary and benefits for the instructor to help sustain the program.

Other expenses covered include phone, internet service, copies, correspondence mailings, and travel to implement the new IM program. Administrative costs for the TCAT-S will be utilized for training for the instructors. The grantee participation includes institutional funds from the TCAT-Shelbyville to help cover costs for the instructor's benefits and equipment.

Section 5: Sustainability

The Tennessee College of Applied Technology-Shelbyville will sustain the program beyond the 24 months funding period by continuing the Industrial Maintenance program at the Coffee County Advanced Manufacturing facility. The operation of the program will become self-sustaining in operational costs through tuition and state appropriations received by the institution. As students graduate from the program or withdraw from the training, new students will be enrolled each trimester to maintain a full class. The institution will continue to partner with the high schools in Coffee, Warren, Grundy and Bedford counties and open dual enrollment opportunities for seniors. As technology changes and additional employee training skills are requested, the College will coordinate and establish customized training to meet the needs of the workforce.

The Tennessee College of Applied Technology will continue to partner with Workforce Solutions Local Workforce Development Area Six to address future training needs in the region, seek additional funding sources to supplement equipment and apply for grants, and coordinate other technical programs that local industry demands. An appointed Coffee County steering committee, serving as the Craft Advisory Committee, working closely with the Coffee County Industrial Board and other industry

partners and community leaders, will continue to meet to address curriculum and equipment modifications.

The TCAT-S has successfully operated an Industrial Maintenance program for 30 years and strategically plans for equipment maintenance and renewal, maintaining plant funds for that purpose. The Industrial Maintenance programs at the new Coffee County Advanced Manufacturing Center will be supported by the institution's budget and resources, specifically for the upkeep and maintenance of the equipment. Additionally, the College will collaborate with local industrial boards, chambers of commerce, the area's LWIA Program, and city/county officials to prepare the local workforce for prospective industries.

GRANT BUDGET				
LEAP Program Competitive Grant				
The grant budget line-item amounts below shall be applicable only to expenses incurred during the following				
Applicable Period: BEGIN: September 14, 2016 END: March 13, 2019				
POLICY 03 Object Line- Item Reference	EXPENSE OBJECT LINE-ITEM CATEGORY¹	GRANT CONTRACT	GRANTEE PARTICIPATION	TOTAL PROJECT
1, 2	Salaries, Benefits & Taxes	\$55,000.00	\$20,000.00	\$75,000.00
4, 15	Professional Fee, Grant & Award ²	\$5,000.00	\$0.00	\$5,000.00
5,6,7,8,9, 10	Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publications	\$10,000.00	\$0.00	\$10,000.00
11, 12	Travel, Conferences & Meetings	\$0.00	\$0.00	\$0.00
18	Other Non-Personnel ²	\$0.00	\$0.00	\$0.00
20	Capital Purchase ²	\$280,000.00	\$15,000.00	\$295,000.00
22	Indirect Cost	\$0.00	\$0.00	\$0.00
24	In-Kind Expense	\$0.00	\$0.00	\$0.00
25	GRAND TOTAL	\$350,000.00	\$35,000.00	\$385,000.00

¹Each expense object line-item shall be defined by the Department of Finance and Administration Policy 03, *Uniform Reporting Requirements and Cost Allocation Plans for Subrecipients of Federal and State Grant Monies, Appendix A*. (posted on the Internet at: www.state.tn.us/finance/act/documents/policy3.pdf).

²Applicable detail follows this page if line-item is funded.

ATTACHMENTS:

LETTERS OF SUPPORT

County Mayors

Letters of Support



Gary D. Morgan
Executive Director

July 20, 2016

Curt Johnston
Tennessee Higher Education Commission
404 James Robertson Parkway, Suite 1900
Nashville, TN 37243-0830

Dear Mr. Johnston:

Workforce Solutions of LWDA 6 as Lead Entity enthusiastically extends its support to and endorsement of Tennessee College of Applied Technology-Shelbyville's LEAP 2.0 Grant Application.

This proposal will expand advanced manufacturing skills throughout the region and lead to more employment, higher wages and a growing economy. As a service entity directly involved in promotion of advanced education and employment in middle Tennessee, Workforce Solutions is acutely aware of the skills gaps between our workforce and today's technical demands. Therefore, we strongly support this plan to improve and expand our talent pool.

As detailed in the application, the large waiting list of individuals seeking Industrial Maintenance Certification and TCAT's high IM student completion rate and even higher placement percentage lend confidence to this program. Just as the waiting list of students' points to a demand for world-class training, the number of local manufacturers committed to this proposal coupled with the more than 40 regional manufacturers already benefiting from recent placements accentuates marketplace needs.

Our working relationship with the fiscal and educational partners in this application is long and successful. Without hesitation, we are confident this proposal will make for a successful collaboration within and beyond the four rural counties mentioned: Warren, Grundy, Coffee and Bedford. We urge its acceptance.

Respectfully submitted,

A handwritten signature in black ink that reads "Gary D. Morgan". The signature is written in a cursive, flowing style.

Gary D. Morgan,
Executive Director
LWDA 6, Workforce Solutions

County Mayor of Coffee County

GARY CORDELL

1329 McArthur Street
Suite 1
Manchester, TN 37355



931-723-5100
Fax 931-723-5152
Email: mayor@coffeecountyttn.org

July 20, 2016

Commissioner Russ Deaton
Tennessee Higher Education Commission
404 James Robertson Parkway, Suite 1900
Nashville, TN 37243-0830

RE: LEAP Grant by the Tennessee College of Applied Technology in Shelbyville TN

As the Mayor of Coffee County, TN, I would like to express my strong support for the LEAP Grant Application for the above referenced LEAP Grant which will provide funding for a TCAT satellite facility in Manchester (Coffee County) Tennessee.

Local businesses are struggling to fill open slots in their labor force with the skilled labor they require and businesses looking to relocate to our area are passing us by because we aren't able to provide them with the number of skilled employees they need. Having this skilled labor training facility here in our county would go a long way in providing skilled labor for our current labor demands and also in drawing new businesses to the our area.

Thank you in advance for your consideration in approving the LEAP Grant Application for the TCAT Satellite Facility in Manchester, TN. If I can be of any assistance or provide you with any information, please do not hesitate to contact me.

Sincerely,

Gary Cordell
Coffee County Mayor

JUL 01 2016



GRUNDY COUNTY MAYOR

Michael Brady, County Mayor

P.O. Box 177

Altamont, TN 37301

(931)692-3718

(931)692-3721 - fax

July 1, 2016

To Whom It May Concern:

My name is Michael Brady and I am the County Mayor of Grundy County. I am writing you this letter in strong support of the LEAP grant for the Industrial Maintenance Satellite Facility in Manchester. Training is critical and will be a tremendous asset for the citizens of Grundy County. In this area, continued economic growth is vital and essential. The addition of the TCAT Satellite Facility would be a step forward in strengthening the preparedness and readiness for the growing and demanding skilled jobs and will be a critical element in the future economic growth of Grundy County.

Thank you for your time and consideration.

Sincerely,

Michael Brady
Grundy County Mayor



RECEIVED

JUN 27 2016

WARREN COUNTY, TENNESSEE

201 Locust St., Suite 1 • McMinnville, Tennessee 37110

Phone (931) 473-2505 • Fax (931) 473-0635

County Executive
Herschel Wells

June 24, 2016

Commissioners
Terry Bell
Morris Bond
Carl D. Boulclin
Carl E. Boulclin
Teddy Boyd
Carlene Brown
Wayne Copeland
Randy England
Billy Earl Jones
Ron Lee
Gary Martin
Ken Martin
Michael Martin
Carolyn Miller
Charles Morgan
Gary Prater
David Rhea
Kenny Roberts
Scott Rubley
Tommy Savage
Diane Starkey
Blaine Wilcher
Shane Wilcher
Melissa Yancy

Mayor Gary Cordell
1329 McArthur Street, Suite 1
Manchester, TN 37355

Dear Mayor Cordell,

It has come to my attention that a LEAP Grant application is being prepared for the purpose of acquiring funding for a satellite facility of the Tennessee College of Applied Technology/Shelbyville in the Manchester area. Having a region-wide highly trained workforce is a significant factor in expansion of existing industries and location of new industries in our area. Students who complete the Industrial Maintenance training program through TCAT will be qualified to be hired for higher-paying technical positions at local and regional industries.

Warren County is fortunate to have this training offered at TCAT/McMinnville, so I am fully aware of the importance of having technical and educational opportunities close at hand. I strongly support the establishment of a TCAT campus in Coffee County.

Sincerely,



Herschel Wells Sr.
Herschel Wells, Sr.

Warren County Executive

HW/chc



Eugene Ray
County Mayor

Phone (931) 684-7944
Fax (931) 684-8697

*One Public Square, Suite 101
Shelbyville, Tennessee 37160*

June 20, 2016

To Whom It May Concern,

Please accept this as a letter of support for a LEAP grant for the satellite facility of the TCAT in Shelbyville in the Manchester area. The training program would be for Industrial Maintenance. The Industrial Maintenance program in Shelbyville has been a huge success and now has a tremendous waiting list to get in the program. The success rate at which students find a job is upward of 95 %. It will be a genuine asset to your county.

Sincerely,

A handwritten signature in blue ink that reads "Eugene Ray".

Eugene Ray

Bedford County Mayor



Metropolitan Moore County

Sloan Stewart

Metropolitan Mayor

P.O. Box 206 • Lynchburg, TN 37352
Phone: (931) 759-7076 • Fax: (931) 759-6394

RECEIVED

JUN 27 2016

June 24, 2016

Mr. Gary Cordell

It's my pleasure to write a letter supporting the application for a LEAP Grant for funding a satellite facility in the Shelbyville and Manchester area. Being the Mayor of Metropolitan Lynchburg/ Moore County and home of Jack Daniel Distillery, the ability to train qualified individuals through this program will strengthen the work force in our county and surrounding counties as well.

Higher education in the technology field is growing each day and the demand for these workers will help keep companies growing and in turn will help the counties revenue increase which is a winning environment for the counties and the state of Tennessee.

In closing, I am supporting any grant that will help higher education in these areas.

Sincerely,

Sloan Stewart
Mayor

RECEIVED

JUN 27 2016

Mayor
Marilyn Campbell Rodman

Town of Monteagle

P.O. Box 127
Monteagle, Tennessee 37356

Phone: 931-924-2265
Fax: 931-924-2264

City Recorder / CMFO
Debbie Taylor

Police Chief
Virgil McNeece

E911 Director
Wanda McDaniel

Street Department
Carl Cantrell

Aldermen
Alexander Orr
Delores Knott
Alvin Powell
Russell Leonard

Building / Codes Enforcement
Earl Geary

June 24, 2016

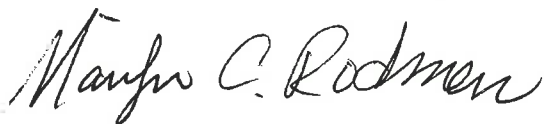
**Gary Cordell
Coffee County Mayor
1329 McArthur Street
Suite 1
Manchester, TN 37355**

Dear Mr. Cordell:

I would like to support your efforts in getting a LEAP Grant for funding a satellite facility of the TCAT in Shelbyville in the Manchester area. Industrial Maintenance is a critically needed trade in this area. This will benefit students in our area as well as surrounding areas.

Thank you for your support in educating our students in this area of industry.

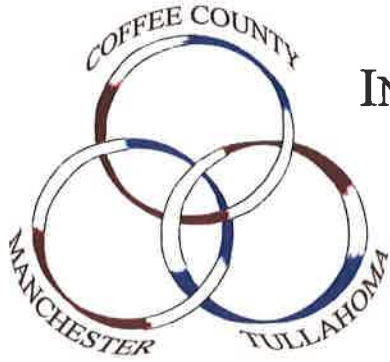
Sincerely,



**Marilyn C. Rodman
Mayor**

Industry

Letters of Support



INDUSTRIAL BOARD OF COFFEE COUNTY

1329 McArthur St. Ste 4 Manchester, TN 37355
Phone: 931.723.5120 Fax: 931.723.5121
www.coffeetn.com email: ib@coffeetn.com

July 21, 2016

State of Tennessee Higher Education Committee
Parkway Towers, Suite 1900
Nashville, TN 37243-0830

Re: Labor Education Alignment Program (LEAP) 2.0 Grant

The Industrial Board of Coffee County is in contact with our community's industries on a daily basis. We hear from them the need for an increase in workforce and the importance of that workforce being properly trained. In our discussions with the industrial boards and leaders from surrounding counties, we are learning that this is a regional problem that cannot be fixed by individual counties alone.

With that in mind, we are in full support of Coffee County's application for LEAP funding toward a regional advanced manufacturing education facility. This facility, centered in our 4 county region, is an essential first step to building an educated and capable workforce for this area.

It is our hope that, with our support and the support of many others of this program, your review of this application favorable and we can continue moving forward to keep our communities and their industries growing stronger.

Sincerely,

Ted L. Hackney, Executive Director

Industrial Board of Coffee County

TLH/klb



Kasai North America, Inc. Tennessee
1020 Volunteer Pkwy.
Manchester, TN 37355
Tel: 931-728-4122
HR Fax: 931-728-4693

July 14, 2016

TO WHOM IT MAY CONCERN:

RE: Labor Education Alignment Program (LEAP) 2.0 Grant

I am writing this letter in support for the LEAP Grant application to establish and implement an Industrial Maintenance program in Coffee County. Our facility is experiencing a shortage of skilled labor we need in order to maintain production and expand in the future. This program will address the current skills gap in our area and provide us with more technically trained workers.

In addition, we are committed to support the work-based learning component in the LEAP Grant by hiring and paying enrolled students to provide them with on the job training as they continue their education.

Thank you for your consideration for the LEAP Grant to assist and serve industries in Coffee, Warren, Bedford and Grundy Counties.

Sincerely,

A handwritten signature in black ink, appearing to read "J. Leyhew", with a long horizontal flourish extending to the right.

Jim Leyhew

Plant Manager

KASAI North America, Inc.



July 20, 2016

TO WHOM IT MAY CONCERN:

RE: Labor Education Alignment Program (LEAP) 2.0 Grant

I am writing this letter in support for the LEAP Grant application to establish and implement an Industrial Maintenance program in Coffee County. Our facility is experiencing a shortage of skilled labor we need in order to maintain production and expand in the future. This program will address the current skills gap in our area and provide us with more technically trained workers.

In addition, we are committed to support the work-based learning component in the LEAP Grant by hiring and paying enrolled students to provide them with on the job training as they continue their education.

Thank you for your consideration for the LEAP Grant to assist and serve industries in Coffee, Warren, Bedford and Grundy Counties.

Sincerely,

A handwritten signature in dark ink, appearing to read "R. Hershman", is written over a light blue horizontal line.

Rick Hershman
Operations Manager
Aspen Technologies, Inc
1335 Manchester Industrial Parkway
Manchester, TN 37355



July 21, 2016

Mr. Curt Johnston
Tennessee Higher Education Commission
404 James Robertson Parkway, Suite 1900
Nashville, TN 37243-0830

Dear Mr. Johnston:

Yorozu is committed to the continuing education of our workforce, both current and future, in Coffee, Grundy, Warren and Bedford counties. Yorozu is proud to be able to provide employment opportunities to individual in the Middle Tennessee regions. Because of the need for qualified advanced industrial maintenance workers, Yorozu enthusiastically extends our support to the Tennessee College of Applied Technology in Shelbyville and its proposal to create a training program in the Manchester area that would offer training to both adults and high school students.

Yorozu has a continuous need to hire qualified workers and looks forward to the opportunity to work with and support this LEAP 2.0 grant proposal.

Respectfully submitted,

Andy Putman
Director of Human Resources

AP:lgb

YOROZU AUTOMOTIVE TENNESSEE, INC.

395 MT. VIEW INDUSTRIAL DRIVE • MORRISON, TENNESSEE 37357 • (931) 668-7700 FAX (931) 668-7777



B A T E S V I L L E M A N U F A C T U R I N G , I N C .

Manchester Operations • 175 Monogard Drive • Manchester, Tennessee 37355

July 14, 2016

Margie Lowe
110 East Main Street
Manchester, TN 37355

Dear, Mrs. Lowe:

Maintenance positions are a vital cornerstone for Batesville Manufacturing's Manchester, TN plant to build improvement efforts towards equipment, reliability, and downtime avoidance. Over approximately the last five years, we have experienced difficulty recruiting maintenance positions. In fact, we serve on various boards to help generate maintenance talent for area industry. We recruited for one maintenance position for nearly one year before we identified the right talent. We have also had a tool and die position open for nearly a year. A key strategy aspect for us is finding technical talent that is "industry ready".

Sincerely,

Corey Warden
HR Manager



Benchmark Tool & Machine Inc.
2685 SR 50
Pelham, TN 37366
931-467-3050

July 18, 2016

TO WHOM IT MAY CONCERN:

RE: Labor Education Alignment Program (LEAP) 2.0 Grant

I am writing this letter in support for the LEAP Grant application to establish and implement an Industrial Maintenance program in Coffee County. Our facility is experiencing a shortage of skilled labor we need in order to maintain production and expand in the future. This program will address the current skills gap in our area and provide us with more technically trained workers.

In addition, we are committed to support the work-based learning component in the LEAP Grant by hiring and paying enrolled students to provide them with on the job training as they continue their education.

Thank you for your consideration for the LEAP Grant to assist and serve industries in Coffee, Warren, Bedford and Grundy Counties.

Sincerely,

Robbie Dickerson
Vice President
Benchmark Tool and Machine Inc

1120 AEDC Access Road Manchester, TN 37355
(931) 596-3566 (931) 596-4566

7/20/2016

TO WHOM IT MAY CONCERN:

RE: Labor Education Alignment Program (LEAP) 2.0 Grant

I am writing this letter in support for the LEAP Grant application to establish and implement an Industrial Maintenance program in Coffee County. Our facility is experiencing a shortage of skilled labor we need in order to maintain production and expand in the future. This program will address the current skills gap in our area and provide us with more technically trained workers.

In addition, we are committed to support the work-based learning component in the LEAP Grant by hiring and paying enrolled students, when business warrants, to provide them with on the job training as they continue their education.

Thank you for your consideration for the LEAP Grant to assist and serve industries in Coffee, Warren, Bedford and Grundy Counties.

Sincerely,



Joe Franks

Plant Manager



**Bridgestone Americas
Tire Operations**

725 Bridgestone Drive
Morrison, TN 37357
Phone (931) 668-5500

07/22/2016

Curt Johnston
Tennessee Higher Education Commission
404 James Robertson Parkway, Suite 1900
Nashville, TN 37243-0830

Dear Mr. Johnston:

Bridgestone is committed to the continuing education of our workforce, both current and future, in Coffee, Grundy, Warren and Bedford counties. Bridgestone is proud to be able to provide employment opportunities to individual in the Middle Tennessee regions. Because of the need for qualified advanced industrial maintenance workers, Bridgestone enthusiastically extends our support to the Tennessee College of Applied Technology in Shelbyville and its proposal to create a training program in the Manchester area that would offer training to both adults and high school students.

Bridgestone has a continuous need to hire qualified workers and looks forward to the opportunity to work with and support this LEAP 2.0 grant proposal.

Respectfully submitted,

A handwritten signature in cursive script that reads "Sandra Hill".

Sandra Hill
Manager of Training and Performance
Warren County Plant



Great Lakes Cheese Co., Inc.

17825 Great Lakes Parkway P.O.Box 1806 Hiram, OH 44234-1806 440-834-2500 Fax 440-834-1002

July 21, 2016

TO WHOM IT MAY CONCERN:

RE: Labor Education Alignment Program (LEAP) 2.0 Grant

I am writing this letter in support for the LEAP Grant application to establish and implement an Industrial Maintenance program in Coffee County. This program will address the current skills gap in our area and provide us with more technically trained workers.

In addition, we are committed to support the work-based learning component in the LEAP Grant by hiring and paying enrolled students to provide them with on the job training as they continue their education.

Thank you for your consideration for the LEAP Grant to assist and serve industries in Coffee, Warren, Bedford and Grundy Counties.

Sincerely,

Bill Merrick
Plant Manager

Select Products, Inc.

7/21/16

TO WHOM IT MAY CONCERN:

RE: Labor Education Alignment Program (LEAP) 2.0 Grant

I am writing this letter in support for the LEAP Grant application to establish and implement an Industrial Maintenance program in Coffee County. Our facility is experiencing a shortage of skilled labor we need in order to maintain production and expand in the future. This program will address the current skills gap in our area and provide us with more technically trained workers.

In addition, we are committed to support the work-based learning component in the LEAP Grant by hiring and paying enrolled students to provide them with on the job training as they continue their education.

Thank you for your consideration for the LEAP Grant to assist and serve industries in Coffee, Warren, Bedford and Grundy Counties.

Sincerely,

Mike Thornburg

Select Products, Inc.

374 Volunteer Parkway

Manchester, TN 37355

Local School Systems

Letters of Support



COFFEE COUNTY BOARD OF EDUCATION

Dr. LaDonna McFall, Director of Schools

1343 McArthur Street

Manchester, Tennessee 37355

Telephone - 931-723-5150 Facsimile - 931-723-8285

7/20/2016

Commissioner Russ Deaton
Tennessee Higher Education Commission
404 James Robertson Parkway, Suite 1900
Nashville, TN 37243-0830

Dear Commissioner Deaton:

This letter confirms the full support of Coffee County Schools regarding the Industrial Maintenance program proposed in the LEAP grant application. We welcome the opportunity to work with Shelbyville TCAT in an ongoing effort to bring a satellite TCAT center focusing on Industrial Maintenance to Coffee County. Coffee County Schools commits to promoting the program with its students, specifically those already established within our STEM program. The demand among our students for this type of training is great, we currently offer multiple courses aimed at some aspect of Industrial Maintenance. Participation in this program will provide us with possible dual enrollment opportunities due to having close proximity of a local TCAT training center. We are very excited to continue our relationship with TCAT, as well as work collaboratively with other counties in our region. Thank you for this opportunity. Please contact me if you need additional information.

Respectfully,

Dr. LaDonna McFall
Director for Coffee County Schools



Dr. Dan Lawson
Director of Schools

Board of Education

J. Patrick Welsh
Chairman

Kim C. Uselton
Vice Chairman

Teresa A. Lawson
Secretary

Jessica H. Fogarty

Amy M. Johnson

Dr. Steve R. Lynn

Vickie W. Shelton

July 25, 2016

The Tullahoma Board of Education has been in dialogue with local resources to encourage and enhance the availability of career and technical educational programming for our students and we certainly endorse efforts to gain grant money to that end. Certainly, we are confident that the addition of technology classes in the community and county would serve to address challenges that our students face as they hope to accomplish workplace readiness.

While we would welcome resources individualized to both high schools, we also believe that a collaboration of the two high schools in the county could serve to address issues of economy of scale as we attempt to address our needs on a county-wide rather than a district-wide basis. Our CTE director, Travis Moore, is instrumental in the efforts to grow our program and in providing a "best fit" for CTE offerings in our community that should align with our regional economic market demands.

Educationally yours,

Dr. Dan Lawson, Superintendent
Tullahoma City Schools

510 South Jackson Street

Tullahoma, Tennessee 37388-3468

931.454.2600

fax: 931.454.2642

www.tullahomacityschools.net



Grundy County High School

24970 SR 108
Coalmont, TN 37313
Phone (931) 692-5411
Fax (931) 692-5421

Deidre Helton
Assistant Principal

Jamie Ruehling
Principal

Gina Sons
CTE Director

July 11, 2016

To Whom It May Concern:

I am writing to confirm that Grundy County School System supports the LEAP grant proposal for TCAT-Manchester in the area of Industrial Maintenance.

2015-16 CTE Follow-Up data show 9 GCHS concentrators attended TCAT following graduation which rose from 7 concentrators according to 2014-15 CTE Follow-Up reporting. I strongly believe this number will rise if training opportunities exist in Manchester area. Industrial Maintenance is a highly sought job skill in our area within local industries and will help secure future employment for completers.

The Grundy County School System looks forward to working with TCAT- Manchester if awarded the LEAP grant and assisting anyway needed for success.

Sincerely,

Gina Sons

CTE Director

TULLAHOMA HIGH SCHOOL

1001 NORTH JACKSON STREET
TULLAHOMA, TN 37388-4357

931-454-2620
FAX 931-454-2662
www.tullahomacityschools.net



7/25/2016

Commissioner Russ Deaton
Tennessee Higher Education Commission
404 James Robertson Parkway, Suite 1900
Nashville, TN 37243-0830

Dear Commissioner Deaton:

This letter confirms the full support of Tullahoma City Schools regarding the Industrial Maintenance program proposed in the LEAP grant application. We welcome the opportunity to work with Shelbyville TCAT in an ongoing effort to bring a satellite TCAT center focusing on Industrial Maintenance to Coffee County. Tullahoma City Schools commits to promoting the program with its students, specifically those already established within our Welding and Machining programs. The demand among our students for this type of training is great, we currently offer multiple courses aimed at some aspect of Industrial Maintenance. Participation in this program will provide us with possible dual enrollment opportunities due to having close proximity of a local TCAT training center. We are very excited to continue our relationship with TCAT, as well as work collaboratively with other counties in our region. Thank you for this opportunity. Please contact me if you need additional information.

Respectfully,

Travis Moore
CTE Director/AP
Tullahoma City Schools



**Warren County Board of Education
Administrative Offices
2548 Morrison Street
McMinnville, Tennessee 37110**

**John R. (Bobby) Cox, Ed. S.
Director of Schools**

**Telephone: (931) 668-4022
Fax: (931) 815-2685**

7/25/2016

**Commissioner Russ Deaton
Tennessee Higher Education Commission
404 James Robertson Parkway, Suite 1900
Nashville, TN 37243-0830**

Dear Commissioner Deaton:

This letter confirms the support of Warren County Schools regarding the Industrial Maintenance program proposed in the LEAP grant application. We welcome the opportunity to work with Shelbyville TCAT in an ongoing effort to bring a satellite TCAT center focusing on Industrial Maintenance to Coffee County. Warren County Schools commits to promoting the program with its students. We are very excited to work collaboratively with other counties in our region. Thank you for this opportunity. Please contact me if you need additional information.

Respectfully,

A handwritten signature in dark ink, appearing to read "J.R. Cox".

John R. (Bobby) Cox

Director for Warren County Schools

One Team, One Goal, High Levels of Learning for All!



Chambers of Commerce

Letters of Support



July 20, 2016

State of Tennessee Higher Education Commission
Parkway Towers, Suite 1900
Nashville, TN 37243-0830

RE: Labor Education Alignment Program (LEAP) 2.0 Grant

Dear Sir or Madam:

The Manchester Area Chamber of Commerce has recently established a Coffee County Industrial Roundtable. In our first meeting, we learned that manufacturers are experiencing a shortage of the skilled labor needed in order to maintain production and to grow.

Therefore, in an effort to support our existing industries and increase our capacity to recruit new industries, we would like to express our support for LEAP funding for a satellite facility of the TCAT in Shelbyville in the Manchester area. The training provided in such a facility would help in satisfying labor demands in Coffee and surrounding counties by preparing students for entry into the workforce upon completion of the TCAT 20-month program.

Thank you in advance for your consideration of Coffee, Warren, Bedford, and Grundy Counties as a grant recipient.

Sincerely,

A handwritten signature in cursive script, appearing to read "Terri Hudson".

Terri Hudson
Executive Director



July 21, 2016

State of Tennessee Higher Education Commission
404 James Robertson Pkwy
Suite 1900
Nashville TN 37243-0830

RE: Labor Education Alignment Program (LEAP) 2.0 Grant

Dear Curt Johnson:

As a result of networking with our Tullahoma Chamber members, we have learned that manufacturers are experiencing a shortage of the skilled labor needed in order to maintain production and to grow.

Therefore, in an effort to support our existing industries and increase our capacity to recruit new industries, we would like to express our support for LEAP funding for a satellite facility of the TCAT in Shelbyville in the Manchester/Coffee County area. The training provided in such a facility would help in satisfying labor demands in Coffee and surrounding counties by preparing students for entry into the workforce upon completion of the TCAT 20-month program.

I would like to thank you in advance for your consideration of Coffee, Warren, Bedford, and Grundy counties as a grant reception of the LEAP 2.0 program.

Sincerely,

Diane L. Bryant
Executive Director

TULLAHOMA AREA CHAMBER OF COMMERCE

P.O. Box 1205
Tullahoma, TN 37388

PHONE 931.455.5497

FAX 931.455.5350

EMAIL tullahomachamber@tullahoma.org